

Research

Learning & Development

The Trusted Source for
Industry Knowledge



*The leading associations in the insurance, retirement
and financial services industries*

LL Global, Inc.





As the world's leading insurance and financial services trade associations, our purpose is to be the trusted source of industry knowledge by providing research, learning and professional development programs to more than 1,200 financial services companies throughout the world.

Our EMPLOYEE VALUE PROPOSITION (EVP) describes the unique characteristics that make LL Global a great place to work.

The Employee Value Proposition (EVP) was created by employees for employees

Employee Value Proposition

- ▶ Members Value Our Work
- ▶ Total Rewards: Looking Beyond Just a Paycheck
- ▶ Investing in Continuous Learning & Development
- ▶ Provide a Framework for Flexibility
- ▶ A Great Place to Work



Part Research Part Global Learning Center All Business

LL Global offers unique rewards to the people who work here. Because our member companies value our knowledge and contributions so highly, we strive to deliver the best, and look for people who thrive on the strong sense of purpose that comes with serving our members around the world.

We're successful because of our people; and our people are successful because we:

- Celebrate and reward excellence, and support everyone's efforts to learn and grow
- Encourage those who innovate and take on new challenges
- Give our best efforts and address individual needs through flexibility and cooperation
- Treat one another with respect and act with integrity in all we do
- Care about one another, the organization we represent and the industry we serve
- Enjoy our work and the people we work with



Our Core Values

INTEGRITY ■ CUSTOMER FOCUS ■ ADAPTABILITY
RESPECT ■ EXCELLENCE





Integrity

Trustworthy | Ethical | Honest | Accountable



Customer Focus

Sense of urgency | Listens | Global focus
Anticipates member needs & delivers



Adaptability

Thrives through change | Innovates | Embraces new ideas
Takes risks and learns from mistakes | Makes decisions to
meet windows of opportunity



Respect

Open to diverse ideas, views and talents | Listens with empathy
Disagrees respectfully & productively | Empowers staff



Excellence

Results oriented | Collaborates | Respects expertise
Quality in work | Dedicated

A Typical LL Global Employee

That's what's really great—there is nothing typical about our employees. We're educated and eclectic, with a team of researchers, writers, executives, and seasoned insurance professionals. The majority of our staff have college degrees and many of us have post-graduate degrees. Some of us speak two or more languages. And most of all, we make a great team.



Four Reasons to Join LL Global

- ▶ **Independence** – Employees have a lot of autonomy on the job. They have the opportunity to grow, develop and acquire new skills and knowledge.
- ▶ **Flexibility** – Employees are able to work flexible hours and may have the option of working certain days from home. Work-life balance is encouraged and supported at LL Global.
- ▶ **Family Atmosphere** – Employees tend to think of each other as family. From top to bottom, the culture at LL Global is very open and employees genuinely care for one another.
- ▶ **Small Company** – LL Global gives all employees the opportunity to make an impact. The work that employees do will be meaningful and recognized throughout the company.

LL Global's Benefits

- **Your Health** – Medical, Dental, Vision, Medical Flexible Spending Account, Short-Term Disability, Long-Term Disability Supplemental Income Protection, Life Insurance, Wellness Program, (STD, LTD, Life – 100% paid by the Association) – **EFFECTIVE IMMEDIATELY** – LL Global pays for the majority of the premium expense for medical and dental and employees contribute their share with a pre-tax deduction.
- **Your Family** – Dependent Care Flexible Spending Account, Employee Assistance Program and Referral Service, Family Medical Leave, Dependent Life Insurance
- **Your Future** – 401(k) and Profit Sharing Plans – Effective the first day of the month following your date of hire. LL Global matches dollar-for-dollar up to 5%.
- **Your Time** – Vacation, Holidays, Floating Holidays, Sick Time – **EFFECTIVE IMMEDIATELY**
- **Your Finances** – Credit Union Membership and Benefits
- **Your Education** – Tuition Reimbursement Program, Professional Development Program, Company Sponsored Assistance for Professional Designations
- **Your Life** – Flexible Work Schedules, We Have Fun at Work, Business Casual Dress Environment, Employee Recognition Program, We Celebrate Personal and Professional Milestones and Events



And there's more; we celebrate our employees and support our local communities with many other programs, including:

ICARE Celebration Breaks

Community Involvement

Employee Recognition Program

Wellness Program

Anniversary Recognition

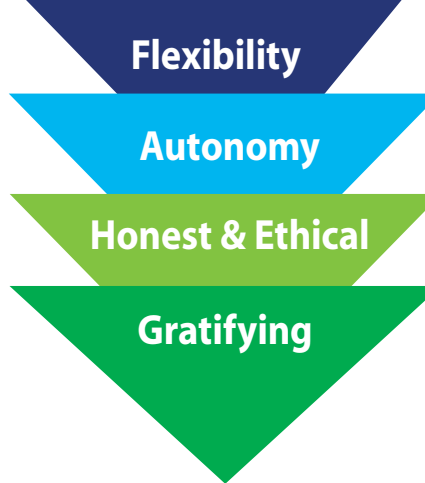
Employee Picnic

United Way Campaign

Holiday Events

Support for Local Charities





Nine out of ten employees say LL Global is a great place to work

In our most recent employee survey, more than 90% of employees told us that:

- They like the ***flexibility*** available to them at LL Global. This flexibility takes many forms—their supervisor giving them the flexibility to balance their work and personal responsibilities, paid time off, flexible work hours, and the ability to telecommute in certain positions.
- They have the ***autonomy*** to do their jobs well and meet their customers' needs.
- Our leaders—from direct supervisors to our most senior leaders—are ***honest and ethical***.
- The work they are doing is really ***gratifying***—they feel customers appreciate their efforts and believe their team produces high quality work.

What did employees have to say about our leaders? More than 8 out of 10 told us:

- They have ***supportive supervisors***—Our supervisors got high marks across the board especially when it came to supporting their staff in trying new things, encouraging growth and development, considering their staff's suggestions and giving praise and credit.
- Our senior leaders, including the CEO, are ***approachable*** and employees feel comfortable expressing their views to them.
- Our leaders at all levels ***care about the personal well being*** of the employees on their team.
- Their manager ***keeps them informed***.

▶ *"I feel privileged to work for a company that cares so much not only about its employees but the community as well!"*

▶ *"It would be hard to leave a company that takes such good care of their employees."*

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